

Global HR Challenges: The responses needed from Young Generation

Kuliah Umum UIN Raden Mas Said Solo
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CURRICULUM VITAE



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Education

**Doctoral Degree – Universitas Negeri Jakarta
Management**

- Managing Partner and Master Trainer of PT Hasil Rembuk Cendikia (HR Consulting)
 - Trainer/Internal Faculty at Lembaga Pengembangan Perbankan Indonesia (LPPI)
 - Trainer PT. Meta Bright Vision
 - Trainer at PT Informa Consulting
 - Trainer from BNSP for Anti Corruption
 - Trainer from BNSP for UMKM
 - Certified of Hypnosis (CH) and Hypnotherapy (C.Ht)
 - Certified of Leadership Management Associate (CLMA)
 - Certified Practitioner of Neuro Linguistics Programming (CP.NLP)
 - Certified NLP For Human Resources Practitioner (CNPHRP)
 - Certified Excellent Trainer Professional (CETP)
 - Certified Therapy for Counseling Practitioner (CTCP)
 - Certified of Public Speaker (C.PS)
 - Certified Sekolah Trainer dan Motivator Indonesia (C.STMI)
 - Certified of International Certification of Targeted Selection Interview (TSI®)
 - Certified of International Targeted Selection Interview Trainer
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- Leadership Coach
 - Assessor for Accreditation Body (BAN PNF)
 - Assessor for Program Sekolah Penggerak (PSP) of Kemendikbud
 - Master Assessor for Certification Competency Body (LSK BIG)
 - National Chairman of English Educators of PGRI
 - Head of Accreditation of Training and Development the Ministry Of Social Of Republic of Indonesia (Kemensos)
 - President of Indonesia English Course Teachers Association

Trainer Experiences



And many more

Topics Taught

1. Self/Group Motivation
2. Leadership Skills
3. Change Management
4. Goal Setting
5. Communication Skills
6. Character Building
7. Team Building
8. Public Seaking
9. Strategic Management
10. Self Development/Personality Development
11. Pipeline Marketing
12. Business Process Management
13. Creative Thinking
14. Cognitive Flexibility
15. 7 Habits Of Highly Effective People by Steven Covey
16. MBTI (Myers-Brigs Types Indicators)
17. Situational Leadership Ken Blanchard and Paul Hersey Models
18. 4DX Leadership
19. Targeted Selection Interviewer
20. Targeted Selection Interviewer Trainer

Salam **PRESTASI** dulu yukssss!



**Selamat
Pagi**

Jawab selamat pagi sambil
bangkit dari kursi dan
mengepalkan tangan



UIN Solo

.....



Apa Kabar

LUARRR BIASA!



VUCA reshaping Business and Employment



VOLATILITY

Speed, Magnitude,
Turbulence and Dynamic
of Changes



COMPLEXITY

Multiple
interdependencies amidst
global interconnectivity



UNCERTAINTY

Unfamiliar territory and
unpredictable outcomes



AMBIGUITY

Multiple perspectives and
interpretations

Perlu **VUCA** yang lain



VISIONARY

Bisnis dan HR harus memiliki Visi untuk menjawab ketidakpastian (**VOLATILITY**)



UNDERSTANDING

Bisnis dan HR harus memiliki pemahaman terhadap ketidakpastian (**UNCERTAINTY**)



CLARITY

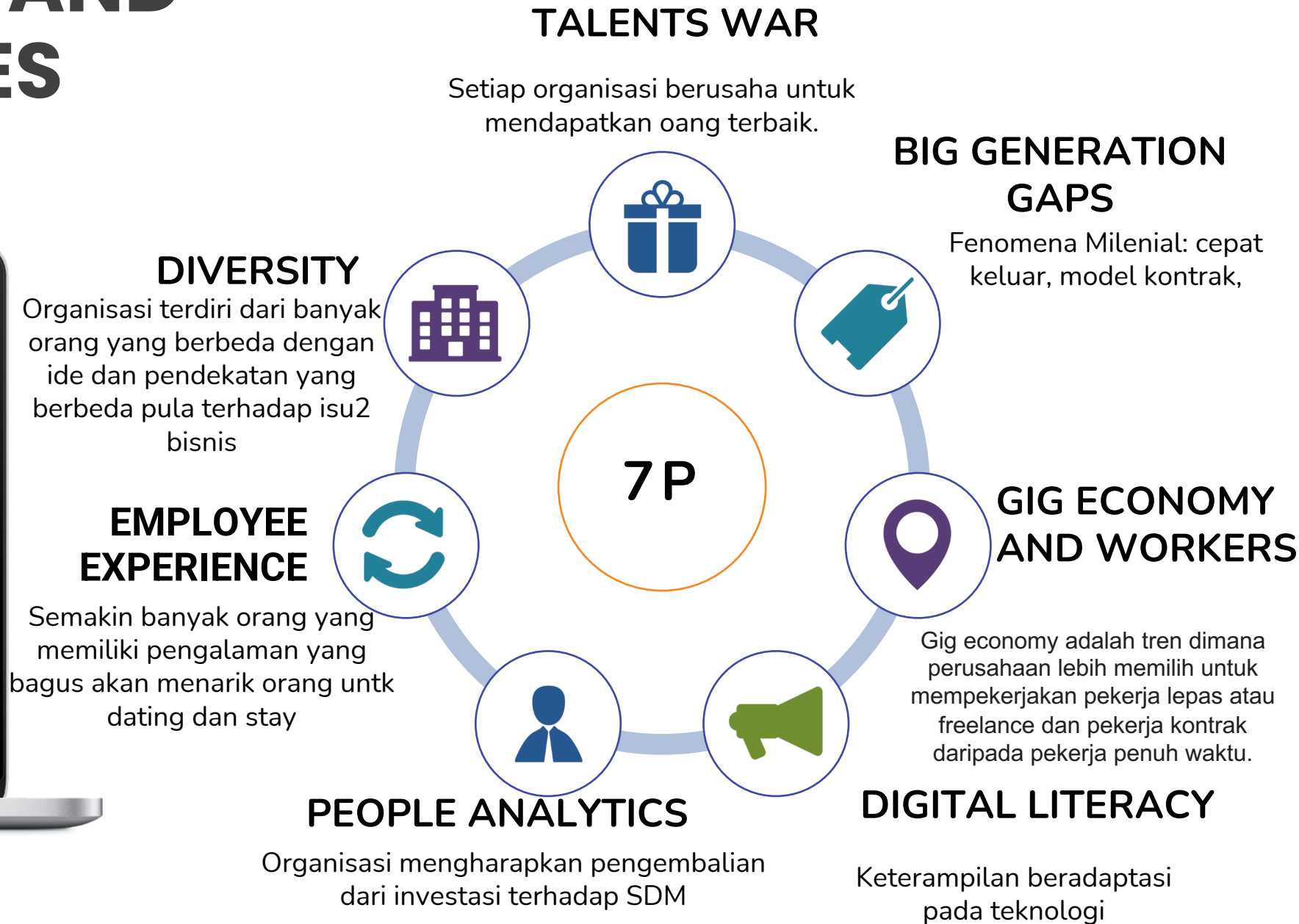
Bisnis dan HR harus memiliki kejelasan dan kompetensi inti untuk menjawab masalah – masalah yang kompleks (**COMPLEXITY**)



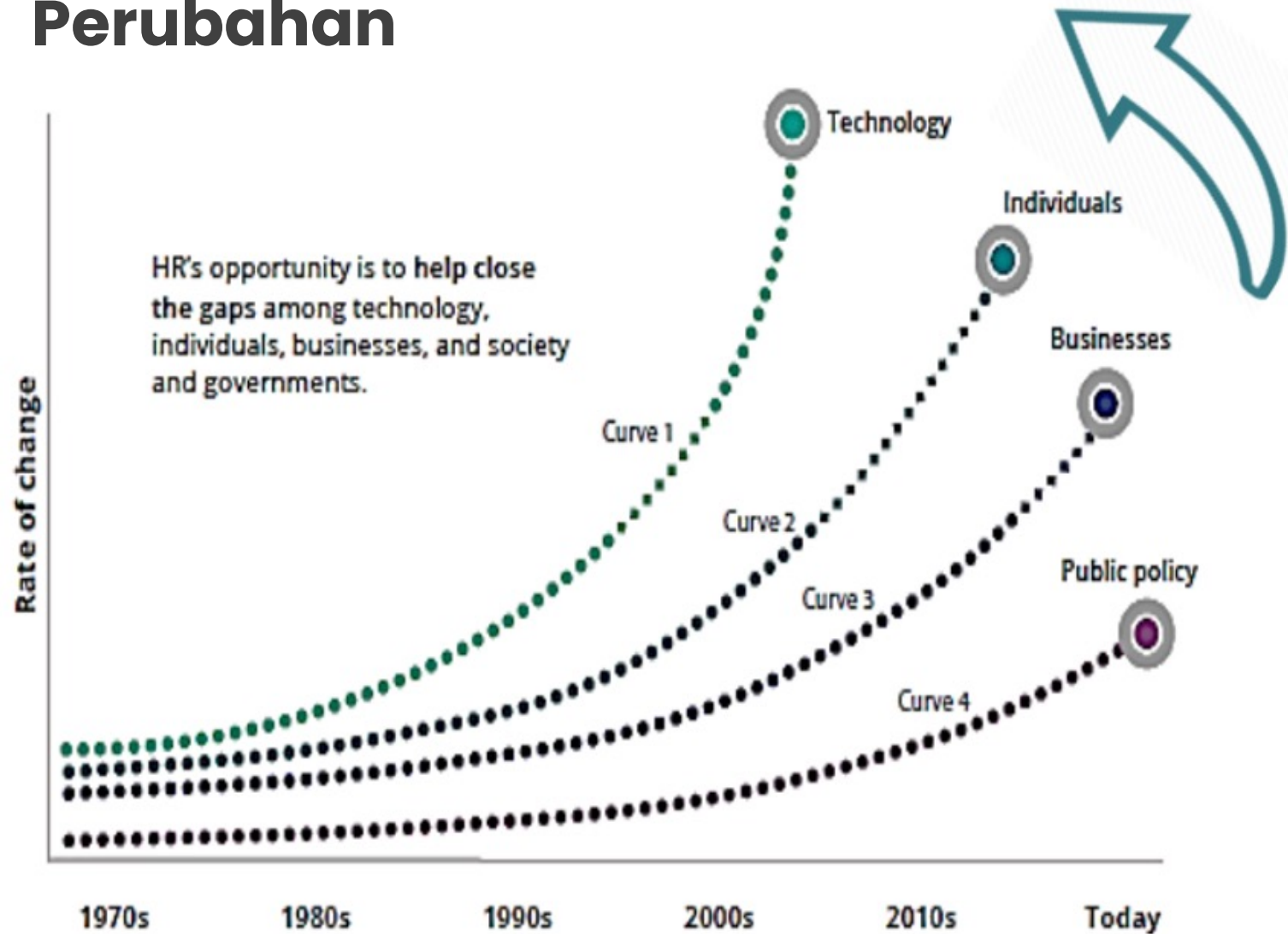
AGILITY

Bisnis dan HR harus lentur dalam mengadaptasi lingkungan yang terus berubah (**AMBIGUITY**)

HR TRENDS AND CHALLENGES



Level Kecepatan Perubahan



Source : Global Human Capital Trend, 2017 – Deloitte

- Kecepatan perubahan teknologi mengalahkan kecepatan perubahan individu manusia, organisasi bisnis dan pemerintahan.
- **Moore's Law (Gordon Moore)** tentang tingkat kecepatan perubahan teknologi: **setiap 2 tahun kapasitas teknologi meningkat 2x lipat**, contoh: microchip.
- **Perkembangan Teknologi Informasi**, membuka peluang bisnis baru yang bersifat **DISRUPTIVE**. **Dunia Bisnis** tidak lagi dapat dipisahkan dengan **TEKNOLOGI**.

Perubahan SKILLS yang dibutuhkan untuk pekerjaan masa depan
Kemampuan fleksible cognitive (nalar/pemikiran) akan menjadi
salah satu factor kesuksesan karyawan

Top 10 skills

in 2020

1. Complex Problem Solving
2. Critical Thinking
3. Creativity
4. People Management
5. Coordinating with Others
6. Emotional Intelligence
7. Judgment and Decision Making
8. Service Orientation
9. Negotiation
10. Cognitive Flexibility

in 2015

1. Complex Problem Solving
2. Coordinating with Others
3. People Management
4. Critical Thinking
5. Negotiation
6. Quality Control
7. Service Orientation
8. Judgment and Decision Making
9. Active Listening
10. Creativity



The HR Professional adalah



CREDIBLE ACTIVISTS

Seseorang yang credible (dihormati, dikagumi dan juga didengarkan dan active (selalu mampu memberikan ide – ide untuk perusahaan)



CULTURE AND CHANGE AGENTS

Menghargai, membantu dan membentuk budaya organisasi



TALENT MANAGER AND ORGANISATIONAL DESIGNER

Menguasai teori, riset dan praktek



STRATEGY ARCHITECTS

Memiliki visi bagaimana organisasi akan berkembang dan berperan aktif dalam penyiapan strategi keseluruhan organisasi



OPERATIONAL EXECUTORS

Implementasi factor operasional dari organisasi



BUSINESS ALLY

Berkontribusi terhadap suksesnya organisasi dengan mengetahui konteks sosial dimana bisnis tersebut beroperasi

HR : THE FUNDAMENTAL

**DO YOU KNOW THE
CUSTOMERS**



**CAN YOU APPLY
THE THEORY**



**WHAT CAN YOU
DO DIFFERENTLY**



**DO YOU HAVE
TECHNICAL
KNOWLEDGE?**



**ARE YOU ADDING
THE VALUE?**



TIPS SUKSES DALAM PEKERJAAN



TIPS SUKSES DALAM PEKERJAAN : CON'T



**Keep your
personal life
private**

**Personal business
on company
technology**

Be considerate

**Meet
deadlines**

Be on time





TERIMA KASIH

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